

# **CITY OF KINGSVILLE FIRE CHIEF EMPLOYMENT ANNOUNCEMENT**



## **COMMUNITY**

Kingsville, Texas, a history rich community, is a City with a thriving and bright future. With a population of 26,213, the City is geographically located on U.S. Highway 77 (Interstate 69) approximately 45 miles southwest of Corpus Christi. Kingsville covers approximately 13.83 square miles and is the county seat of Kleberg County. The community is diverse and serves as a home to King Ranch, Naval Air Station-Kingsville, Border Patrol, Christus Spohn – Kleberg Hospital, Texas A & M University-Kingsville and Coastal Bend College – Kingsville.

Kingsville offers a culturally rich and vibrant community. The median household income is \$38,904 and the median family income is \$45,794. Housing in Kingsville is currently growing in both single family and multi-family sectors. The median value of an owner occupied unit is approximately \$74,000.

The city serves home to Kingsville ISD, Santa Gertrudis ISD (elementary – High School) and Presbyterian Pan American – Kingsville (Grades 9 – 12) campuses as well as higher education facilities of Texas A&M - Kingsville and Coastal Bend College – Kingsville.

## **GOVERNANCE & ORGANIZATION**

Kingsville was incorporated in 1911 and is a home rule charter city. The City Commission consists of a Mayor and four Commission members elected at large for two year terms. The City Commission is responsible for passing ordinances, adopting the budget, appointing committees and appointing the City Manager, City Attorney, and Municipal Court Judge. The City Manager is the Chief Administrator and Executive Officer whose responsibility is carrying out policies and ordinances for the City Commission, overseeing day-to-day operations, presenting an annual budget and hiring all other City employees. Kingsville is a full service municipality providing a full range of services including Fire, Police, Water, Wastewater, Sanitation, and Landfill.

## **FIRE DEPARTMENT**

The Kingsville Fire Department (KFD) is both a Texas Local Government Code Chapter 143 civil service and Chapter 174 collective bargaining department. The Fire Chief is selected by and reports to the City Manager. A three (3) member Civil Service Commission is appointed by the City Manager and approved by City Commission.



The Fire Department's FY 2015-2016 annual budget is \$ 3.4 million and the department is currently comprised of the Fire Chief, Fire Marshal, three (3) Captains, three (3) Lieutenants, six (6) Engineers, 18 firefighters, 2 dispatchers and 1 administrative clerical assistant. The Fire Department also relies in collaboration with the Volunteer Fire Department to supplement the efforts of the paid staff. In 2015 the Department responded to approximately 545 fire and 2750 EMS calls for service.



Departmental responsibilities include:

- Fire Suppression
- Fire Prevention/Investigation
- Emergency Management
- Emergency Medical Response

- Fire Administration

## MISSION & VALUES

### MISSION

The mission of the City Commissioners includes promoting the safety, health and general well-being of the community within the bounds of fiscal responsibility while preserving and advancing the quality of life resulting in exceptional civic pride.



### Departmental Contributions to Advance City's Mission

To provide all citizens of our community with services of exceptional quality in a caring and responsive manner.

To provide the City Commission with sound and professional staff support.

To recognize the value and importance of each employee and encourage the participation of all employees in the management of municipal affairs.

To establish a spirit of interdepartmental cooperation based on positive and honest communication, understanding and mutual respect.

**CORE VALUES** - - - *Commitment* - - *Innovation* - - *Integrity* - - *Leadership* - - *Sensitivity* - - *Teamwork*

## GOALS & INITIATIVES

The Fire Chief shall pursue avenues to prepare the department and community for growth and development that will enhance the quality of life in Kingsville.

Initiatives include:

**Staffing:** Develop recruitment and retention programs to ensure the Department is consistently at full capacity

**Interagency Relationships:** Establish and improve interagency relations with Volunteer Fire Department, Naval Air Station (NAS), Kleberg County and surrounding areas.

**Policies/Training:** Continue to develop and improve operational and training policies to enhance the delivery of service.

**Emergency Management:** Work to improve emergency management procedures and processes.



Structure Fire Ventilation Trng



Wildland Firefighter Training



## **FIRE CHIEF CANDIDATE**

The ideal candidate will be a strong and innovative professional who demonstrates effective leadership skills in the areas of supervising personnel, managing and coordinating communications. In order to achieve results, the candidate must be able to analyze and evaluate widely varied and complex situations and issues.

The Fire Chief shall establish departmental goals, long range plans, objectives, policies, directives, regulations and standard operating procedures based on the needs of the City and the Fire Department. The Candidate shall also assist the City with the collective bargaining process.

The successful candidate will be an excellent and articulate communicator who is able to work well with the City Manager, City Commission, Fire Department personnel, other agencies and industries. Candidate must possess excellent verbal and written communication skills and be able to demonstrate independent decision making abilities in order to balance organizational and community concerns.

The City of Kingsville seeks a leader with the ability to establish and enforce clear rules evenly and who will support team efforts.

The new Fire Chief duties include but are not limited to the following:

- Managing fire prevention, fire suppression, rescue and ambulance services of the City
- Enforcing code compliance, fire prevention and suppression ordinance and regulations
- Coordinating City's emergency medical response (ambulance)
- Directing activities at emergency scenes
- Conducting fire investigations
- Participate in plan reviews
- Emergency management activities to effectively serve as liaison between the City, other governmental agencies and the community



## **EDUCATION & EXPERIENCE**

- Intermediate Structure Fire Protection Certification
- Ten (10) years of progressively responsible firefighter experience with 5 years command experience in a fully paid fire department.
- Meet minimum standards for head of a suppression fire department as required by Texas Commission on Fire Protection
- Knowledge of the laws and policies governing municipal civil service fire departments under Texas Local Government Code Chapter 143.
- Skills in supervision, motivation of employees and techniques for effective department operation are required.

**Preference:** Bachelor's degree in fire science, business administration or related field; Certified Fire Investigator.



### **Compensation & Benefits**

The City of Kingsville offers a competitive starting salary, depending on qualifications and experience (FY 2015-2016 adopted range is \$70,700 - \$101,000). Kingsville participates with Texas Municipal Retirement Systems (TMRS) at a 7% employee contribution and municipal matching ratio of 1.5:1. Vesting occurs at 5 years and retirement eligibility is consistent with TMRS service eligibility requirements. In addition, the City accepts prior service credits under its plan with TMRS. Deferred compensation plans are available with Nationwide and ICMA-RC. A full range of leaves are available to include vacation, sick and holiday leave. The City offers excellent insurance benefits for employee and family. Relocation assistance is negotiable.



### **Deadline & Hiring Process**

Position is open until filled. Cover letter and resume required for consideration. Information received prior to February 19, 2016 shall receive first review. For additional information contact the City of Kingsville Human Resource (HR) Office at [hadmin@cityofkingsville.com](mailto:hadmin@cityofkingsville.com), P.O. Box 1458, 200 E. Kleberg Avenue, Kingsville, Texas 78363. Phone # 361-595-8017; Fax # 361-595-8064.



Equal Opportunity Employer

***Kingsville is a great community to live, work and raise a family.***